

**FIFTEENTH:**

Special meetings may be called at any time by the Management of the COMPANY or by the Chairman or Secretary of the COMMITTEE upon due notice being given to all parties.

**SIXTEENTH:**

Any EMPLOYEE having a grievance or dispute shall before or after working hours lay the same before the Members of the AGREEMENT COMMITTEE of the Mine in which he is employed and it shall be the duty of the COMMITTEE to lay before the Management any disputes which may arise between the EMPLOYEES and the Mine Officials or any just complaints of the EMPLOYEES or any questions which may arise as to the interpretation and operation of this AGREEMENT or any modification thereof, and any suggestion tending to improve the working conditions of the EMPLOYEES, or benefit the operations of the COMPANY, such complaint to be put in writing.

**SEVENTEENTH:**

It is expressly understood and agreed that pending the hearing and adjustment of any dispute or grievance during the term of this Agreement there shall be no stoppage of work individually or collectively by the EMPLOYEES, and the EMPLOYEES will not during the term of this AGREEMENT collectively abandon or give up work in any way or manner inconsistent with or contrary to the true intent and meaning of these Presents: